

Action Plan Thailand and Indonesia: SALAMANDER

SALAMANDER commits to the actions as specified below, within the specified deadlines, and declares that the resources specified below have been allocated.

<u>Issue</u>	<u>Proposed Actions</u>	<u>Target Completion Date</u>
Environmental and Social Management System	As part of SALAMANDER's commitment to comply with IFC's Performance Standards, the Company will complete and provide IFC with a copy of the company's Environmental and Social Management System (ESMS). This will apply to all assets where SALAMANDER is the operator.	30 June 2008
Emergency Response Plans	- SALAMANDER will provide the IFC with copies of contingency plans/emergency response plans for the construction phase activities for SALAMANDER operated assets currently in the borrowing base, or to be introduced into the borrowing base prior to the next semi annual redetermination - SALAMANDER will provide the IFC with copies of contingency plans/emergency response plans for the operation phase activities for SALAMANDER operated assets currently in the borrowing base, or to be introduced into the borrowing base prior to the next semi annual redetermination.	30 days prior to commencing construction 30 days prior to commencing operations
Oil Spill Response Plans (OSRP)	SALAMANDER will provide the IFC with copies of OSRP's for SALAMANDER operated assets currently in the borrowing base, or to be introduced into the borrowing base prior to the next semi annual redetermination.	30 days prior to commencing operations (or earlier once available)
Screening Mechanism for the Acquisition of New Assets	SALAMANDER will continue to screen for environmental and social aspects for the acquisition of new assets/projects to determine their compliance with Salamander HSE and CSR policies. Where the acquired assets are to be immediately introduced into the borrowing base, Salamander will screen according to IFC's Performance Standards, and will identify any potential "material non-compliances".	30 June 2008
Community Engagement. Framework Public Consultation and Disclosure (PCDP)	SALAMANDER will prepare a Framework Public Consultation and Disclosure Plan (PCDP) and will provide a copy to the IFC.	30 June 2008
Framework Land Acquisition and Compensation Plan (LACP)	SALAMANDER will prepare a Framework Land Acquisition and Compensation Plan (LACP) and will provide a copy to the IFC.	30 June 2008
Cultural Property Chance Finds Procedure	SALAMANDER will prepare a Chance Finds Procedure to address impacts to, and protection, of cultural property encountered during project activities, and will provide a copy to the IFC.	30 June 2008
Community Development Strategy (CDS)	SALAMANDER will prepare a Community Development Strategy (CDS) and will provide a copy to the IFC.	31 October 2008